

ADDENDUM B

INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS LOCAL 17 – INFORMATION TECHNOLOGY

Performance Standards by Department or Division within L.17-IT Bargaining Unit

Steps 1-8: "satisfactory"

Steps 9-10: "above standard"

Above top step merit: two years at "outstanding" (as per merit system guidelines)

	DJA	SWD	DNRP	ITS	DCHS	DDES	FBO	DCFM	WTD	OEM	DAJD
Standard/Satisfactory	2.50-3.49	3.0000-3.6666	3.0000-3.6666	3.0-3.74	3	3.0000-3.9999	3-3.74	3.0-3.6666	3.0000-3.6666	3.0-3.6666	3.00-3.49
Above Standard	3.50-3.74	3.6667-4.3333	3.6667-4.3333	3.75-4.19	3.8	4.0000-5.0000	3.74-4.49	3.667-4.336	3.6667-4.3333	3.667-4.332	3.50-4.49
Outstanding	3.75-5.0	4.3334-5.0000	4.3334-5.0000	4.2-5.0	4.4	4.0000-5.0000	4.5-5	4.337-5.0	4.3334-5.0000	4.333-5.0	4.50-5.00

At the time of the implementation of the initial collective bargaining agreement between King County and the Union, some employees are paid on the old Metro pay scale. Until such employees are moved onto the King County square salary table, these employees will continue to be paid on the Metro pay scale. Individual departments and divisions have devised methods for dividing the Metro pay ranges into implied steps. So long as employees are paid according to the Metro ranges, the departments' and divisions' status quo with respect to implied steps will remain in place. However, these employees will benefit from the terms of Article 9 of the collective bargaining agreement and according to the standards set forth in this chart.